

**Federal Wage System Job Grading Standard for**  
**Federal Wage System Supervisors**  
**Position Evaluation Summary**

AGENCY/ORGANIZATION LOCATION:		POSITION No:		
		OFFICIAL TITLE:		
		PP-SER-GR:		
		WORKING TITLE:		
PP-SER-GR-TITLE (Immediate Supervisor):				
<b>EVALUATION FACTORS</b>				<b>EXPLANATORY COMMENTS</b>
<b>I. Nature of Supervisory Responsibility</b> The nature of the supervisory duties performed, and the type and degree of responsibility for control over the work supervised.				
<b>II. Level of Work Supervised</b> 1. Occupational Series (directly involved in accomplishing the work assignments and projects.) 2. Grade of the highest-level nonsupervisory work (accomplished by subordinates who, under normal job controls, perform the work of one or more of the occupations identified in step 1 above.)				
<b>III. Scope of Work Operations Supervised</b> Subfactor A. Scope of Assigned work Function and Organizational Authority				
Subfactor B. Variety of Function				
Subfactor C. Workforce Dispersion. Varying levels of difficulty associated with monitoring and coordinating the work of nonsupervisory and supervisory personnel who vary from being collocated to widely dispersed.				
<b>Factor III Point Conversion Chart:</b>				
<b>SUMMARY</b> <b>Grade Determination</b>				
Select the grading table that applies to the supervisory situation involved (Factor I).			<b>Grading Table - Supervisory Situation #:</b>	
Find the appropriate level of work supervised (Factor II).			<b>Grade:</b>	
Find the applicable level for work operations supervised at the top of the column (Factor III).			<b>Level:</b>	
<b>Final Supervisory Grade Level:</b> (resulting grade level is shown in the space on the table where the level of work supervised line crosses the scope of work operations supervised column.)				
_____ <b>Human Resources Specialist (Signature)</b>			_____ <b>Date</b>	